San Bernardino County Sun (<a href="http://www.sbsun.com">http://www.sbsun.com</a>)

State Senate approves legislation to fully reimburse Dec. 2 first responders

Legislation aimed at reducing county's financial burden

By Joe Nelson, The Sun

Tuesday, May 31, 2016

Legislation that would allow first responders to the <u>Dec. 2 terrorist attack</u> in San Bernardino to be fully reimbursed for costs associated with the shooting was unanimously approved Tuesday by the state Senate.

Authored by Sen. Connie M. Leyva, D-Chino, and sponsored by San Bernardino County, the bill would allow local law enforcement agencies that responded Dec. 2 to the Inland Regional Center to be fully reimbursed for their response.

The law, in its current form, caps maximum reimbursement at 75 percent. It also can force local governments to cut deeply into their budgets to make up the remaining 25 percent, Leyva maintains, and that potentially affects their ability to provide ongoing essential services to the public.

"Though several months have passed since the horrible attack that took the lives of 14 innocent people and seriously injured many more, the Inland Empire continues to mourn for the families, loved ones and others affected by this tragedy," Leyva said in a statement Tuesday.

San Bernardino County Board of Supervisors Chairman James Ramos said in a statement that "immediate decisions had to be made by the board in the wake of the attack to ensure public safety and the continuity of government."

It came at a cost of roughly \$20 million.

"If passed, SB 1385 would greatly reduce the county's financial burden and would allow us to continue to focus on increasing security measures that foster safe work environments," Ramos said. "We are very thankful for Senator Leyva's leadership in the introduction of this bill and applaud Senate members for their unanimous approval of this very important legislation."

Supervisor Curt Hagman said he was in Sacramento just last week lobbying in support of Leyva's bill, and he was pleased with the news that it had cleared the Senate.

"It was purposefully designed to affect this one particular (terrorist) act, so that's why we think we have a better shot of it passing," Hagman said.

San Bernardino Police Chief Jarrod Burguan said that, unlike in a natural disaster such as a major wildland fire in which a mechanism is already in place to reimburse outside fire agencies lending support to local firefighters, there is nothing in place to provide that same kind of reimbursement in the case of a man-made disaster such as a terrorist attack.

"We have nothing like that that deals with mass-casualty events," Burguan said. "We've had a number of

meetings with (Leyva), and I appreciate her leadership in sponsoring that legislation."

The bill will now head to the Assembly for a vote, but it has not yet been referred to any Assembly committee, said Leyva's spokesman, Sergio Reyes.

URL: http://www.sbsun.com/government-and-politics/20160531/state-senate-approves-legislation-to-fully-reimburse-dec-2-first-responders

© 2016 San Bernardino County Sun (http://www.sbsun.com)

San Bernardino County Sun (<a href="http://www.sbsun.com">http://www.sbsun.com</a>)

6 Months Later: San Bernardino strives for normalcy after Dec. 2 terrorist attack

By Michel Nolan, The Sun

Tuesday, May 31, 2016

Six months ago, we did not know terrorism like we do today.

Not close-up.

We didn't know the horror of family and friends gunned down in our midst by a murderous pair.

Through a fog of pain and disbelief, we navigated through those first few days after Dec. 2 — chaotic reports of the dead and wounded, fire and law enforcement heroes on the scene of the crime, not knowing if another attack was imminent.

While law enforcement worked tirelessly, most of us went about our lives like automatons, pumping gas, waiting in line at the grocery store, the bank or the post office.

The tragedy hit us at our core.

In the half-year since we started processing our grief, we've leaned on each other more than we used to, sharing a bond of understanding.

It seems to me we've been grieving with hope.

In mid-December, I spoke with Randy Stier, a licensed marriage and family therapist and clinical counselor who focuses on grief, loss and bereavement.

This particular grief is so much more gut-wrenching than any anticipated grief, he told me.

"This loss is unanticipated and traumatic. People lose their assumptive world — it messes up their ideas of what is safe and disrupts the equilibrium of families," Stier said at the time.

Normal activities are good, and normalcy is important.

The community as a whole was shaken, turned upside-down, actually.

Some of us try to compartmentalize tragedy — a coping mechanism that relegates pain to a sort of shoebox in our brains.

We are still processing, each of us differently, but the loss weighs heavily on our shoulders. Pervasive.

Coping comes in many forms.

For some, flowers help.

San Bernardino native and veteran real estate agent, Myra Elder, said she takes flowers to the Inland Regional Center from time to time and reflects.

"We let them know that those who lost people or had injuries are not forgotten," she said, adding that flowers bring her a sense of peace.

"Maybe the tragedy has instilled a little more commitment toward unity in the community."

Marsha Olguin, director of the Mary's Table portion of Mary's Mercy Center, said she thinks a lot about that terrible day.

"Farook used to be our inspector. I worked with him for two years," she said.

Marsha said she would always be grateful for law enforcement, making sure we didn't lose any more loved ones.

"There are more out there — not just here but all over the world. All we can do every day is pray and have faith. When it comes to the real deal, SB really is strong."

It will always be about hope.

Michel Nolan appears in The Sun on Wednesdays, Fridays and Sundays. Reach her at michel.nolan@langnews.com or on Twitter @MichelNolan.

URL: http://www.sbsun.com/social-affairs/20160531/6-months-later-san-bernardino-strives-for-normalcy-after-dec-2-terrorist-attack

© 2016 San Bernardino County Sun (<a href="http://www.sbsun.com">http://www.sbsun.com</a>)

San Bernardino County Sun (<a href="http://www.sbsun.com">http://www.sbsun.com</a>)

Neighborhood of Dec. 2 shootout tries to move on 6 months later

Residents won't be paid for property damage caused Dec. 2

By Ryan Hagen, The Sun

Tuesday, May 31, 2016



SAN BERNARDINO >> Cars whizzing down San Bernardino Avenue don't slow as they pass the dark patch of fresh asphalt on the worn four-lane road.

At 50 mph, you can't see the bullet hole in the nearby RV or the home down the street.

You can't see the trauma from six months ago, when neighbors here joined the world in watching police fire 380 rounds and kill the two terrorists who hours earlier had slaughtered 14 people at the Inland Regional Center.

But residents can't help but see it.

The dark patch covers the blood of a slain terrorist, said Katrina Venegas, 56, but not the memories.

"It's really terrible," said Venegas, who's lived on the busy street near the intersection with Richardson Street for four years. "I try not to be too scared, but I still think about it a lot."

So do her neighbors.

Venegas wouldn't have known what her neighbors were thinking until after the gunbattle they witnessed — one small benefit to come out of a tragedy, she said.

"We weren't close, but after that, my neighbors came out," she said. "We exchanged phone numbers, and we watch each other's houses now."

#### THE AFTERMATH

The focus of Dec. 2 — the event people think of when you name that date or say "the San Bernardino shooting" — are the innocent people killed that day at the Inland Regional Center, said Doreen Montano, 34.

And that's how it should be, Montano said.

It must be traumatic for the families of the 14 people killed and 22 wounded by terrorists Syed Rizwan Farook and Tashfeen Malik, she says.

Montano thanks and praises law enforcement for spotting the terrorists' black SUV and chasing it to San Bernardino Avenue near Shedden Drive — just south of her house.

When she heard the first "pops" of gunfire, she yelled at her children to get down — "I know bullets don't have no name on them" — and like the other witnesses, they were physically fine.

But the experience deeply affected her six children.

"My kids didn't go to school for the next three days," Montano said. "My son still has issues — he's on the autistic spectrum, and it scares him if he hears pops now." She said her godson, who is 4, still asks, "Are they still killing people by your house?"

And her 12-year-old daughter, she said, believed a rumor that terrorists were at her school. She was scared to walk to the bus stop near the shoot-out for a month.

"She said, 'Mom, I don't want to walk there,' "Montano said. "She'd have to walk by where they killed them."

Montano said she's OK, herself. She was already nervous her children might be hurt by gang-related violence in San Bernardino, but stays in the city to take care of her parents, who want to stay, she said.

"There was the <u>scare at UPS</u>, thinking that was a bomb," she said, referring to the evacuation of a UPS facility on Victoria Avenue and Richardson Street two days after the mass shooting because a driver realized the package had the same address as the shooter's residence. "Literally, it's right down the street from our house," said Montano, who lives a block north of San Bernardino Avenue on Wallace Court. "I started having an anxiety attack that time."

#### DEALING WITH TRAUMA

Many of those living on San Bernardino Avenue, who live behind fences, don't answer their doors to strangers or quickly brushed away questions about what they remember of Dec. 2.

The trauma was made worse by the frenzy of media and sight-seers in the days after the attack, said one woman who would only give her first name, Rosemary.

"It sounded like a war zone all over the place," remembered Rosemary, who said she lived in the neighborhood since she was 4. "I thought I might be killed."

The neighborhood was close before, she said, but now it's suspicious — that's why she went outside to intercept a reporter.

Now, she said, they just want to be left alone.

Barbara Trujillo, 56, disagrees — both about the closeness of the neighborhood and about now wanting to be left alone.

She lives on the east side of the long block between Richardson Street and Mountain View Avenue — about as far from the shooting as you can get before reaching a cross street — and said she was bothered by the lack of support after the shooting.

"I understand the memorial and why everyone wants to help (those affected by the IRC shooting)," Trujillo said. "But nobody came here and asked us if we needed any help."

#### LIMITED HELP AVAILABLE

The councilman who represents the area, John Valdivia, said he's tried to help but has faced opposition from other officials.

"I have fought twice for residents in that area," Valdivia said. "So I think the city has turned its back. I certainly haven't."

The first fight Valdivia referred to was over claims filed by those whose property was damaged during the shootout. The City Council <u>voted 5-2</u> to deny the claims, following City Attorney Gary Saenz's determination that the claimants hadn't proven city employees were liable for the damage.

Valdivia, who was joined by Councilman Benito Barrios in opposing the vote, said he was disappointed in the other council members.

"While many ... suggest that's why they have homeowner's insurance, Mr. Serrano (whose 83-year-old mother's truck was hit by bullets fired at the terrorists) and others who sustained significant damage to their personal property and their effects have to pay a deductible for the insurance to kick in," Valdivia said.

<u>In Serrano's case</u>, an anonymous donor paid to repair the truck.

"That's taken care of," said Anthony Serrano, the son. "I don't have anything else to say."

Next, Valdivia tried to have a percentage of donations to the <u>San Bernardino United Relief Fund</u> <u>Committee</u> set aside for those affected by the shoot-out on San Bernardino Avenue.

The committee considered that, but decided to dedicate the money to those affected by the terrorist attack itself, said the committee chairman, former Mayor Pat Morris.

"I feel terribly for the people who witnessed that tragic shoot-out," Morris said. "There were, what, 400 bullets fired, and some went into their cars, into their homes, broke windows. Of course it caused great angst and trauma for all the residents who were near it."

But the money collected — nearly \$2.5 million — wouldn't help those most affected if it had been split too many ways, Morris said.

The committee meets for the final time Wednesday to approve payments. As outlined at a <u>public meeting</u> in March, 80 percent of the funds will go to the families of the 14 deceased victims. Another 15.5 percent is for those hospitalized, which includes law enforcement wounded during the shootout on San Bernardino Avenue. The final 4.5 percent is for those present during the shooting at the IRC.

The formula was created after speaking to an expert who helped with relief efforts for Sept. 11 and other tragedies and followed the best practices from them, Morris said.

For most, there's no concern about numbers, said Venegas, who lives within eyeshot of the shootout.

"I try not to blame anyone else for what two evil people did," Venegas said, her gaze drifting toward San Bernardino Avenue.

She paused for a moment as a loud truck rattled by.

"Sometimes," she said, "it's hard."

URL: http://www.sbsun.com/general-news/20160531/neighborhood-of-dec-2-shootout-tries-to-move-on-6-months-later

© 2016 San Bernardino County Sun (http://www.sbsun.com)

LOCAL / L.A. Now

# Should a terrorist's family collect insurance money after he killed 14 people in the San Bernardino attack?



Syed Rizwan Farook and Tashfeen Malik were responsible for the December terrorist attack in San Bernardino. (FBI)

#### By Joseph Serna

MAY 31, 2016, 6:26 PM

he federal government is suing to stop the family of San Bernardino shooter Syed Rizwan Farook from collecting more than \$250,000 in life insurance payments from his death.

In a complaint seeking the seizure of the money Tuesday, the government alleges that the proceeds from Farook's two policies are derived from a terrorist act.

"Terrorists must not be permitted to provide for their designated beneficiaries through their crimes," said U.S. Atty. Eileen Decker in a statement. "My office intends to explore every legal option available to us to ensure these funds are made available to the victims of this horrific crime. We will continue to use every tool available to seek justice on behalf of the victims of the San Bernardino terrorist attacks."

Farook and his wife, Tashfeen Malik, opened fire on San Bernardino County workers at a holiday party Dec. 2, killing 14 and injuring 22 others.

Authorities say that Farook and a friend, Enrique Marquez Jr., had been planning a terrorist attack since 2011. Marquez was indicted in December on charges of conspiring to provide material support to terrorists, lying about the rifle purchases, marriage fraud and lying on a visa application. He has pleaded not guilty and is awaiting trial next year.

Amid the planning, prosecutors allege, Farook in 2012 obtained a \$25,000 life insurance policy after he began working with the county, then a second one for \$250,000 in 2013. For both policies, Farook listed his mother, Rafia Farook, as the beneficiary.

Growing up, Rafia Farook often had to turn to her children to intervene when her marriage turned violent, court records show.

#### See the most-read stories this hour >>

In 2006 divorce filings, she said her husband of 24 years was physically and verbally abusive. She referred to him as a negligent alcoholic and said his hostility had forced her and the children to move out.

Later, in multiple requests for domestic-violence protection, the mother detailed the maltreatment she said she encountered and that her children witnessed: Her husband — also named Syed — dropped a TV on her while he was intoxicated. Another time, he pushed her toward a car. After a drunken slumber, he shouted expletives and threw dishes in the kitchen.

"Inside the house he tried to hit me. My daughter came in between to save me," she said about one incident.

She also said her husband was suicidal and described a February 2008 incident when he threatened to kill himself. She called her husband's brother in Chicago, who notified local police. They alerted Riverside authorities, who arrived at the home. Her husband was placed in a county hospital for a 72-hour observation period, she said.

In April 2008, Rafia Farook halted divorce proceedings. But one month later, she filed a petition for legal separation, citing irreconcilable differences. Her husband, she said in court papers, had not held a steady job for "a long time." They divorced earlier this year.

Last week, the San Bernardino Coroner's offices released details about the shooting rampage.

Each victim died from multiple gunshot wounds, authorities said, but the locations of their bodies varied. The shooting occurred at a conference center in San Bernardino. Two victims died across the street at a golf course, where a makeshift triage center had been hastily set up. Three died just outside the conference room. The rest of the victims were scattered across the 3,400-square-foot conference hall, including several by the tree, according to the reports.

Times staff writers Sarah Parvini, Matt Hamilton and Corina Knoll contributed to this report.

joseph.serna@latimes.com

For breaking California news, follow @JosephSerna.

**ALSO** 

After San Bernardino attack, third shooter claims are just 'human nature'

San Bernardino shooting victims: Who they were

Full coverage: The San Bernardino terror attack

#### **UPDATES:**

6:25 p.m. This article was updated with background. 4:27 p.m.: This article was updated with information about Farook's family.

Copyright © 2016, Los Angeles Times

This article is related to: Homicide, Syed Rizwan Farook, San Bernardino Terror Attack

#### The New Hork Times http://nyti.ms/1WXJYph

U.S.

### Government Sues for San Bernardino Gunman's Life Insurance Policies

By THE ASSOCIATED PRESS MAY 31, 2016

LOS ANGELES — Federal prosecutors filed a lawsuit Tuesday to seize payments on life insurance policies taken out by Syed Rizwan Farook, who with his wife killed 14 people in December in San Bernardino, Calif.

The United States attorney's office in Los Angeles filed the civil asset forfeiture lawsuit for two policies worth a total of \$275,000.

Mr. Farook took out a policy worth \$25,000 in 2012 and one worth \$250,000 in 2013, prosecutors said. His mother was named as the beneficiary of both policies. Mr. Farook's wife, Tashfeen Malik, died with him in a shootout with the authorities after the Dec. 2 terrorist attack.

The United States attorney's office said that under federal law, assets derived from terrorism against the United States were subject to forfeiture. The lawsuit seeks to seize the proceeds and the policies themselves.

"Terrorists must not be permitted to provide for their designated beneficiaries through their crimes," the United States attorney for the region, Eileen M. Decker, said. "My office intends to explore every legal option available to us to ensure these funds are made available to the victims of this horrific crime."



### SAN BERNARDINO SHOOTING: Feds move to seize Farook's \$275,000 life insurance payouts

By RICHARD K. De ATLEY 2016-05-31 18:54:18



Federal prosecutors filed a court action Tuesday, May 31, to seize \$275,000 payouts from life insurance policies taken out by San Bernardino terrorist shooter Syed Rizwan Farook in the years before the Dec. 2 attack that claimed 14 lives.

The insurance policies – one for \$25,000 in 2012 and another for \$250,000 in 2013 – were obtained through his employment with San Bernardino County, where Farook was a health inspector.

Farook had named his mother Rafia, who is divorced from his father, as the beneficiary of the policies.

The government says the insurance money should go to the attack victims

#### instead.

Farook and his Pakistani wife Tashfeen Malik, who died with him a few hours after the attack in a shootout with police, also left behind a then-six-month-old daughter.

Farook's co-workers were slain at a holiday-themed gathering in a rented meeting room at the Inland Regional Center in San Bernardino.

They accounted for all but one of the fatalities. Another 22 people were wounded in what the FBI called the worst terrorist attack on U.S. soil since 9/11.

"Terrorists must not be permitted to provide for their designated beneficiaries through their crimes," Los Angeles U.S Attorney Eileen Decker said in a statement Tuesday.

Farook, Malik, their infant daughter, and Rafia lived in a rented, two-bedroom Redlands condominium at the time of the attack.

The FBI said the couple were inspired by the Islamic State, but were not under the command of the terrorist organization. In addition to the shooting, a remote-controlled explosive device which failed to detonate was left inside the center.

"Farook's death during the San Bernardino Attack triggered the payment of the Policy benefits, and those benefits are the defendant assets here," the government argued in its court papers.

The benefits "were derived from a Federal crime of terrorism against the United States, citizens or residents of the United States, or their property, rendering them subject to forfeiture," the government wrote.

County spokesman David Wert said the county had just received word of the lawsuit when contacted by telephone Tuesday and declined to comment.

Part of the due process will be to give notice "to all interested parties to appear and show cause why forfeiture should not be declared," presumably Rafia Farook.

Federal forfeiture laws have been on the books since the First Congress in 1789, and received a major reform in 2000 which established the procedures currently used, outlining how the government has to prove it is entitled to the funds.

The government document filed Tuesday outlined how Farook got his health inspector job with San Bernardino County during the 2011-2012 period he and friend Enrique Marquez Jr. of Riverside were plotting two gun-and-bomb attacks which never took place.

Agents said Marquez told them the two men planned an assault at Riverside City College and on a stretch of the 91 Freeway where it wold be difficult for people to escape the gunfire.

Federal agents said Marquez was the straw buyer at that time for two assault-type rifles used in the Inland Regional Center attacks, and also bought explosive powder tha was eventually used for the failed explosive device left inside.

Marquez, whom prosecutors said had been radicalized by former Riverside neighbor Farook, is awaiting trial on charges of terrorism conspiracy and illegally obtaining the rifles used in the attack. He also faces charges for an alleged sham marriage to the Russian-born sister of Farook's older brother's wife.

Authorities said the two men grew apart in 2012 after FBI agents cracked an unrelated terrorism conspiracy case in Southern California.

Marguez was not aware of the San Bernardino attacks before they took place, agents have said.

Staff writer Joe Nelson contributed to this report.

Contact the writer: rdeatley@pe.com or 951-368-9573

© Copyright 2016 Freedom Communications. All Rights Reserved.

<u>Privacy Policy & Terms of Service | Copyright | Site Map</u>

### The Washington Post

**Post Nation** 

## Prosecutors say San Bernardino attacker's friend had ties to group arrested for 2012 terror plot

By Mark Berman and Adam Goldman June 1 at 11:20 AM

Federal authorities say they have discovered connections between a friend of the San Bernardino attacker <u>charged with conspiring to carry out other attacks with him</u> and a group of men arrested years earlier in California as part of a different plot.

This comes after the FBI had said in the weeks after the Dec. 2 rampage in San Bernardino, Calif., that they found no evidence of any ties between husband-and-wife attackers and a group of men arrested in 2012 and charged with plotting to travel to Afghanistan to kill American soldiers.

Syed Rizwan Farook and his wife, Tashfeen Malik, opened fire inside a company holiday party in December, killing 14 people before dying hours later in a shootout with police. Authorities later said Malik pledged allegiance to the head of the self-proclaimed Islamic State in a posting on Facebook after the attack.

Investigators have since sought to determine whether the couple had any other accomplices or connections to other groups, an issue that <u>FBI Director James Comey highlighted</u> in arguing for why the bureau needed to <u>access Farook's locked iPhone</u>. Law enforcement officials have said the iPhone, which was <u>eventually unlocked</u>, has <u>not revealed any connections</u> to foreign terrorists. Comey has also said authorities believe the attackers were <u>inspired by foreign terrorist groups</u>.

Weeks after the attack, authorities arrested Enrique Marquez Jr., a former neighbor of Farook's, and charged him with

plotting to carry out other attacks in 2011 and 2012.

Farook and Marquez had put together detailed plans for the attacks, according to the FBI. In one plot, they discussed attacking the heavily-trafficked Route 91 by throwing pipe bombs into the road to stop traffic and then shooting at trapped motorists and first responders alike. In another, the FBI alleges that they talked about going to Riverside City College — a community college both had attended — and hurling pipe bombs into the cafeteria.

Federal authorities say Marquez bought the guns later used in the San Bernardino attack during this plotting and purchased explosive material later used to build the pipe bomb found at the scene of the December rampage. Prosecutors have said there is no evidence Marquez had any knowledge of the San Bernardino attack before it happened.

The attacks plotted by Farook and Marquez were never carried out, and according to the criminal complaint filed against Marquez, he told authorities that "he distanced himself from Farook and ceased plotting with him after 2012 for a variety of reasons, including the arrest of Ralph Deleon and others on material support charges in November 2012." All four men later pleaded guilty.

Around the time of Marquez's arrest in December, Comey said investigators had not found any evidence suggesting that Farook had any connections to these men. But in a court filing Tuesday, prosecutors from the U.S. Attorney's Office in Los Angeles revisited the allegations that Farook and Marquez had been plotting attacks together and drew a connection.

During the window when he plotted with Farook, "Marquez had ties to a group of jihadists ... who were arrested in 2012," the filing states. After these men were arrested, it continues, "Marquez distanced himself from Farook."

The filing does not elaborate on these ties or when federal authorities discovered them. An attorney for Marquez did not immediately respond to a request for comment Wednesday.

This information was included in a court document filed Tuesday by federal prosecutors who say they want to seize payments on life insurance policies Farook took out years earlier, arguing that the money should be forfeited because it stemmed from terrorism.

The policies, worth a total of \$275,000, designated his mother as the primary beneficiary in case he died, the civil forfeiture filing states. Prosecutors say Farook's death in the shootout with police triggered payments from these policies.

"Terrorists must not be permitted to provide for their designated beneficiaries through their crimes," Eileen M. Decker, the U.S. Attorney in Los Angeles, said in a statement. "My office intends to explore every legal option available

to us to ensure these funds are made available to the victims of this horrific crime. We will continue to use every tool available to seek justice on behalf of the victims of the San Bernardino terrorist attacks."

In the new filing, prosecutors say that Farook set up the life insurance policies after he had already begun plotting attacks, highlighting how he and Marquez began discussing plans <u>as early as 2011</u>. Farook and Malik began communicating online about "jihad and martyrdom" the following year, the FBI said.

The office of the U.S. Attorney for the Central District of California says that in 2012, Farook got a life insurance policy with a \$25,000 death benefit through his job working for San Bernardino County. Prosecutors say he got also a supplemental policy worth \$250,000 in 2013.

Under <u>federal law</u>, any asset "derived from" terrorism is subject to forfeiture. Prosecutors argued in their filing Tuesday that money stemming from Farook's life insurance policy fit this bill because Farook's death during the attack is what sparked these payments. Prosecutors say they are seeking all money, as well as benefits and interest, stemming from Farook's two policies.

An attorney for Rafia Farook was not immediately listed in court records.

#### **Today's Headlines newsletter**

The day's most important stories.

Sign up

Since the attack, police <u>arrested and charged Farook's brother</u>, Syed Raheel Farook, as well as Raheel's wife and sister, charging them all with marriage fraud. Raheel's sister-in-law is married to Marquez, and authorities have alleged that their marriage was a sham designed to get her immigration benefits.

Further reading:

San Bernardino attacker spent years steeped in extremism

San Bernardino attackers began communicating about jihad, martyrdom in 2013

Before the final shootout, four mysterious hours in San Bernardino



## SAN BERNARDINO SHOOTING: Marquez had ties to 'California jihadists,' FBI says

By RICHARD K. De ATLEY 2016-06-01 09:58:18



Enrique Marquez Jr., charged with terrorism conspiracy and supplying weapons in the Dec. 2 terrorist shooting in San Bernardino, "had ties" with a group of Southern California men that the FBI arrested in 2012 for plotting to travel to Afghanistan and join al-Qaida.

The FBI has previously said agents could not find a connection between the Riverside man and the other group, who all lived in the Inland area.

The revelation was in a paragraph about half way through a complaint for forfeiture the U.S. Attorney's office filed Tuesday May 31 to seize \$275,000 in life insurance payments to beneficiary Rafia Farook, the mother of Syed Rizwan Farook. He died in a shootout with police after

the attack at the Inland Regional Center that killed 14 and wounded 22.

Part of the document describes the alleged plotting in 2011 and 2012 between Marquez and Farook, who was then his neighbor in Riverside, to attack the Riverside City College campus and the 91 Freeway with guns and bombs.

"During this period, Marquez had ties to a group of jihadists ("California jihadists") who were arrested in 2012 when they attempted to travel to Afghanistan to join" al-Qaida, the document says.

"The paperwork speaks for itself," FBI spokeswoman Laura Eimiller said Wednesday, June 1.

The California group that the court document referred to were Ralph Kenneth Deleon and Sohiel Omar Kabir, who were tried and convicted in their cases.

Two other men, Arifeen David Gojali and Miguel Alejandro Santana Vidriales, entered pleas before trial began. The men were accused of a plot that started in 2010 to kill American soldiers overseas after traveling to Afghanistan and linking with al-Qaida. Kabir, a U.S. citizen, was already in Afghanistan by July 2012 to make connections for the other three men.

The FBI previously said that their arrests causedMarquez and Farook to abandon plans for the terrorist attacks at Riverside City College and on the 91.

Marquez was the alleged illegal straw buyer of two assault-type rifles for those attacks; they were instead used by Farook and his wife, Tashfeen Malik, in the Dec. 2 San Bernardino shooting.

The Redlands couple died the same day in a shootout with police.

Marquez is in custody and awaiting trial. He has pleaded not guilty to five counts, including conspiracy to provide material support to terrorists. Federal agents said Marquez did not know about the Dec. 2 attacks.

Kabir, of Pomona, and Deleon, of Ontario, were sentenced to 25 years in federal prison. Their cases are on appeal. Santana, of Upland, was sentenced to 10 years and Gojali, of Riverside, to five years.

LOCAL / L.A. Now

## Gun buyer in San Bernardino attack linked to aspiring terrorists, prosecutors say



In this courtroom sketch, Enrique Marquez Jr. appears in federal court in Riverside on Dec. 21. (Bill Robles / Associated Press)

#### By Joseph Serna

JUNE 1, 2016, 11:11 AM

he ties between the man who bought the guns used in December's attack in San Bernardino and two aspiring terrorists arrested in 2012 are closer than authorities initially let on, according to federal court documents.

Since his arrest in December, prosecutors have alleged that Enrique Marquez Jr. had planned attacks prior to Dec. 2 San Bernardino assault with one of the shooters, Syed Rizwan Farook, but that he abandoned the effort in 2012. Farook's wife, Tashfeen Malik, was the other shooter; they were killed in a shootout with police after the attack.

In court documents, prosecutors say Marquez told authorities he distanced himself from Farook after two men in the Inland Empire, Ralph Deleon and Sohiel Omar Kabir, were arrested for plotting to travel overseas to Afghanistan, join Al Qaeda and kill Americans.

#### See more of our top stories on Facebook >>

But in a Tuesday court filing connected to Farook's case, prosecutors wrote that Marquez had "ties to a group of jihadists" and indicated that the group included Deleon and Kabir.

Authorities provided no other details of how the men were connected, and Marquez's attorney declined to comment Wednesday.

The detail about Marquez was included in a court filing seeking to stop two life insurance payments worth \$275,000 from being paid out to Farook's family.

After the attacks, Marquez was indicted on charges of conspiring to provide material support to terrorists, lying about rifle purchases, marriage fraud and lying on a visa application. He has pleaded not guilty and is expected to go to trial next year.

Federal prosecutors said they determined that Marquez was paid \$200 a month for marrying Mariya Chernykh, who took part in the wedding only to gain legal status in the U.S. FBI agents interrogated Chernykh as part of the inquiry into the terror attack, and prosecutors say she lied during those interviews by pretending that she lived with Marquez when she actually resided in Ontario.

#### NEWSLETTER: Get essential California headlines delivered daily >>

Chernykh is the sister of Tatiana Farook, the wife of Syed Raheel Farook, the older brother of Syed Rizwan Farook.

A 12-page indictment accuses Chernykh and Marquez of staging their entire relationship. Chernykh made three separate \$200 deposits in a bank account she shared with Marquez in late 2015, according to the indictment.

The two claimed they were married at a religious institution in Corona in November 2014, but Chernykh struggled from the start to play her part in the happily-ever-after charade, according to the indictment.

On Christmas Day 2014, Tatiana Farook told Chernykh to stop posting photos of herself with another man, the father of her child, on social media, prosecutors say.

When the couple learned they were going to be interviewed by immigration officials in late 2015, panic set in, according to the indictment. Syed Raheel Farook created a fraudulent lease agreement that suggested Marquez and Chernykh had been living together since November 2014, prosecutors allege. The document falsely claimed the couple lived with Farook and his wife at their home in Corona,

prosecutors say.

In a November 2015 email exchange, Marquez and Chernykh discussed their mutual anxiety over their upcoming immigration interview because they had not been in contact with each other, according to the indictment.

Federal prosecutors say Tatiana Farook persisted with the lie 24 hours after the San Bernardino attack. When interviewed by the FBI on Dec. 3, she insisted that Marquez and Chernykh had been living together at her Corona home, according to the indictment.

Syed Raheel Farook married Tatiana Farook in 2011, with Marquez and the younger Farook serving as witnesses. Her younger sister, Chernykh, left Russia on a short-term visa in 2009. She dated a Los Angeles resident named Oscar Romero for several years, and the two had a child. In an interview with The Times last year, Romero insisted the couple split up when she married Marquez.

Federal prosecutors allege that Marquez admitted during interviews with FBI agents after the Dec. 2 attack that his marriage was a sham, and that he provided details of his friendship with Syed Rizwan Farook.

Staff writers James Queally, Richard Winton and Paloma Esquivel contributed to this report.

**ALSO** 

Two dead in shooting at UCLA, campus on lockdown

Here's one reason there's only one Chinese cop patrolling Monterey Park: Chinese mothers

Will our best and brightest leave? Most new L.A. jobs will be low paying, report warns

For breaking California news, follow @JosephSerna.

Copyright © 2016, Los Angeles Times

This article is related to: Trials and Arbitration, Terrorism, Syed Rizwan Farook, Tashfeen Malik, San Bernardino Terror Attack

LOCAL / L.A. Now

## Two dead in murder-suicide at UCLA; LAPD says 'campus is now safe'

By Joseph Serna, Richard Winton and Hailey Branson-Potts. Contact Reporters

JUNE 1, 2016, 12:55 PM



campus shooting at UCLA on Wednesday morning left two men dead in a murder-suicide that sent thousands of students running for safety and barricading themselves in classrooms, authorities said.

LAPD Chief Charlie Beck confirmed that the shooter was one of the two men killed in a small office in a building in the campus' engineering complex.

"The campus is now safe," Beck told reporters in a news conference shortly after noon.

At 12:05 p.m., UCLA officials lifted the lockdown and canceled classes for the remainder of the day.

The shooting, which happened just after 10 a.m., prompted a massive response from local and federal law enforcement.

"In this day and age ... we would much rather respond in an abundance of caution," LAPD spokesman Andy Neiman said of the reaction by law enforcement.

Authorities did not identify the victims and a motive was not immediately clear. Police confirmed a note was found at the scene but had not determined where it originated or if it was connected to the shooting.

A law enforcement source told the Los Angeles Times that, based on the appearances of the deceased, police believed that a professor was shot by someone young enough to be a student, who then turned the gun on himself.

Helicopter news footage showed students walking in a line with their hands above their heads as armed police officers scoured the campus.

Students hid in buildings across campus after the shooting. Some secured doors with belts or created makeshift barricades in classrooms as word of the incident spread.

Graduate student Jason La, 33, was sitting in Boelter Hall taking a test about 9:40 a.m. when an officer walked in and told the class to lock the door and barricade it.

About a minute later the class was told to leave. Students began to move out of the building, then began running when an officer yelled at them to get away from the building, La said.

Sean Lynch, the son of a professor who works in the engineering building, was exchanging text messages with his father as the campus was placed on lockdown. Lynch said his father was in a colleague's office and heard three gunshots but did not see the shooter.

Student Mehwish Khan, 21, said she ran to the Charles E. Young Research Library, where many other students were hiding. At around 10:45 a.m., she said, she and others had barricaded themselves in a restroom where they texted family and friends who were all giving different information about possible shooters.

"We are getting messages from all over," she told a Times reporter in a text message.

Asked how she was doing, Khan said, "Okay. Just scared. And scared for all of my friends."

Many students spoke with reporters only via text to adhere to UCLA protocol that asks students not to speak on their phones in such situations, they said.

Rafi Sands, vice president of UCLA's student government, said he and about 30 other students used their belts to secure their classroom door after news of the shooter spread.

Sands, 20, of Oakland, said several different accounts of the shooting spread across campus through text messages and social media, and it took several minutes for the campus community to realize the seriousness of the situation.

"We get a lot of Bruin Alerts for small things," he said. "It took a while for everyone to realize this is serious."

Nick Terry drove to his architecture class from Silver Lake expecting to take a final at 11 and give a presentation at noon.

His vision for the day was quickly shattered when he arrived to find there was an active shooting situation on campus.

Terry, 29, said he felt more anger than fear.

"It just seems so pointless," he said. "Two days left of school and it's going to end on this note?"

Staff writers Sarah Parvini, Kate Mather and James Queally contributed to this report.

#### **UPDATES:**

12:55 p.m.: This article was updated with a description the victims from information from a law enforcement source.

12:35 p.m. This article was updated with comment from an LAPD spokesman and a report that a note was found at the shooting scene.

12:26 p.m.: This article was updated with the announcement that the lockdown had been lifted.

12:10 p.m.: This article was updated with confirmation of a murder-suicide and remarks from L.A. police Chief Charlie Beck.

11:55 a.m.: This article was updated with additional interviews with students.

11:25 a.m.: This article was updated with student interviews.

11:10 a.m.: This article was updated with confirmation of two deaths.

10:51 a.m.: This article was updated with additional information from law enforcement officials.

10:41 a.m.: This article was updated with new details.

This article was originally posted at 10:17 a.m.

Copyright © 2016, Los Angeles Times

This article is related to: Homicide, Shootings, Colleges and Universities, Charlie Beck, UCLA

ABOUT US SEARCH COLUMNS ENVIRONMENTAL DARKROOM ALMANAC ENTERTAINMENT SECURITIES APPELLATE MASTHEAD HOME





#### Courthouse News Service



Tuesday, May 31, 2016 Last Update: 4:44 PM PT

#### CA Judges Oppose Bill to Transfer Judgeships By MARIA DINZEO G+1

Like

Tweet

(CN) - California trial judges are opposing the Judicial Council's latest political move, the introduction of a last-minute "gut and amend" bill that would allow the council to move five vacant judgeships among county courts.

The effort has found an ally in the California Legislature with Assembly Member Jay Obernolte, a Republican from San Bernardino, recently signing on as a sponsor for the bill.

In an interview, Obernolte said the judge shortage issue is personal. Coming from San Bernardino County, Obernolte said he had a front-line view of courthouse closures in Needles, Barstow, and Big Bear Lake, where Obernolte was mayor from 2010-2014.

"I realized that we in Big Bear had it pretty good because my constituents in Needles had it much worse. Those poor people have to drive 3.5 hours to Victorville to attend court," he said.

"There's no public transit on that route, "Obernolte added." We're not talking about big criminal matters, but simple things like child custody hearings. That's why I'm so passionate about these issues."

Obernolte's bill, AB 2431, will require up to five vacant judgeships to be moved from county courts deemed to have an excess of judgeships to those with too few.

The bill would authorize the Judicial Council to reallocate judgeships based on a "Judicial Needs Study," prepared by the Judicial Council "staff," formerly called the Administrative Office of the Courts, in conjunction with the Workload Assessment Advisory

The committee held five teleconference meetings last year, which were open to press and public.

The study examined workloads in the county courts, and how much time is required to resolve each type of case in each county. Based on the results, it appears that the courts in Alameda and Santa Clara County are expected to cede positions to San Bernardino and Riverside counties.

Referring to the older standard for allocating judgeships, Obernolte said, "The formulas that were used to set the judgeship allocations have not kept with the population changes."

The problem, however, is that every county is arguably underfunded and under-judged. A Judicial Council lobbyist said recently that California is short about 270 judges. And no county wants to be told it has too many judicial positions when courts are still struggling with voluminous caseloads.

There is also the constitutional issue. Article 6, Section 4 of the California Constitution clearly says that authority to set the number of judges for each county rests with the Legislature, and some judges have argued that the Legislature should not be giving up that authority to a body that has a history of making dubious financial and policy decisions.

One group of reform-minded judges, the Alliance of California Judges, voiced its vehement opposition in a recent statement. "The bill sets a bad precedent — once the Council gets the authority to move around a handful of judges, it will be far easier to sell the Legislature on giving it the authority to make wholesale transfers."

The controversy originated in Gov. Jerry Brown's 2016-17 budget package, where he outlined a plan to move five vacant judicial positions. "This will shift judgeships where the workload is highest without needing to increase the overall number of judges," said the governor.

Brown has been emphatic that these vacant judgeships need to be moved before he will agree to fund any new positions.

"The reason its crafted that way is that the governor said this is the way he prefers we do it," Obernolte reasoned, pointing to a veto message from a bill Brown rejected last year that would have funded 12 new judgeships already authorized by the Legislature.

"I am aware that the need for judges in many counties is acute — Riverside and San Bernardino are two clear examples," Brown wrote. "However, before funding any positions, I intend to work with the Judicial Council to develop a more systemwide approach to balance the workload and the distribution of judgeships around the state."

Brown reiterated that position in his budget package this year.

"The veto language made it clear he would prefer to see us reallocate existing resources than do an allocation for more resources in the court system," Obernolte said. "That's why we're having to do this."

The Judicial Council's committee on legislation voted in early May to support Brown's budget proposal, while pursuing emergency legislation.

The vote had been delayed over objections from the longstanding California Judges Association. In a letter, the group had said it would support legislation authorizing a one-time transfer of up to five judicial positions, but only if Brown committed to more funding.

"Of critical importance, any legislation should require the Legislature to provide additional funding for the recipient courts for personnel, administration and security costs related to these additional judgeships. Likewise, any reallocation methodology should mandate that a 'donor' court not lose funding due to losing one or more judicial vacancies. If additional funding is not provided, it is not possible to reallocate judicial positions in a fair and equitable manner," said the CJA letter.

"CJA is also concerned with the multiple unintended consequences that may be realized with the transfer of judicial positions from one county to another. For example, the loss of judicial positions may lead to more sitting judges being challenged by those that would have otherwise run for election for one of the eliminated vacant seats, further politicizing and destabilizing the judiciary," said the letter.

In a statement this month, the Alliance of California Judges said its members had understood that the committee would wait for the entire Judicial Council to weigh in, and allow for a public comment session. The Alliance letter argued that the committee's official charge is only to make recommendations to the council.

The Alliance judges took particular exception to the bill's history. AB 2341 started out as a bill related to health facilities, a point conceded by legislator Obernolte.

"We call that a gut and amend," Obernolte said. "I'm not a huge fan of that process but that was the only way to get this done this year." Obernolte said he has full trust and confidence in the council's ability to fairly reallocate the positions without overstepping the bounds of its power. "It's the Judicial Council that has the expertise to decide which courthouses are understaffed and which are overstaffed," he said. "I think it's very appropriate that the Judicial Council should make this decision with legislative oversight."

Even so, he noted that the bill caps the reallocation level at five.

#### CNS - CA Judges Oppose Bill to Transfer Judgeships

6/1/2016	CNS - CA Judges Oppose Bill to Transfer Judgeships
	"We're not giving them unlimited authority to make these reassignments. We're just admitting that misallocations exist," he said. The bill now sits with the Senate Judiciary Committee.
	Home Back to Top  Courthouse News Service Privacy Policy Terms of Use Search RSS About Us

San Bernardino County Sun (<a href="http://www.sbsun.com">http://www.sbsun.com</a>)

#### Search is on for inmate at Crestline firefighter camp who walked away

#### By Beatriz Valenzuela, San Bernardino Sun

Tuesday, May 31, 2016







CRESTLINE >> Authorities are searching for an inmate who walked away from the Pilot Rock Conservation firefighter camp early Tuesday morning, officials said.

Chad Ellebracht, 40, was discovered to have gone missing around 7:30 a.m., according to a statement from the California Department of Corrections and Rehabilitation. He was last

seen in the camp around 5:30 a.m., during an inmate count.

Surrounding law enforcement departments were alerted and are helping look for Ellebracht, who was sentenced to three years in state prison on a drug charge, officials said.

Ellenbracht stands 5 feet 11 inches tall, weighs about 200 pounds and has several tattoos on his chest and arms, including his last name across his back. He has light brown hair, which is currently shaved, brown eyes and no facial hair.

Cal Fire and the California Department of Corrections and Rehabilitation operate 42 adult and two Division of Juvenile Justice conservation camps which house more than 4,000 inmates, according to corrections officials.

Inmate firefighters are Cal Fire's only hand crews. They often work in remote, rugged terrain during and after fires.

The inmate crews have been instrumental in battling some of the state's largest fires including the Lake Fire in the Big Bear area and the Springs Fire in Ventura County.

Anyone with information on his whereabouts is asked to call 911 or the Pilot Rock Conservation Camp at 909-338-1950.

URL: http://www.sbsun.com/general-news/20160531/search-is-on-for-inmate-at-crestline-firefighter-camp-who-walked-away

© 2016 San Bernardino County Sun (http://www.sbsun.com)

San Bernardino County Sun (<a href="http://www.sbsun.com">http://www.sbsun.com</a>)

#### Transparency, reform bills killed by unions

#### By The Editorial Board, San Bernardino County Sun

Tuesday, May 31, 2016



The California Legislature had a rare opportunity to offer public employee union members some transparency and choice, but chose, instead, to cave to the interests of union bosses.

Assemblywoman Shannon Grove, R-Bakersfield, introduced two reform bills after being approached by a number of disenfranchised union members, who helped draft the legislation.

Assembly Bill 2753 would have required public employee unions to offer union members access to an itemized and updated budget on their websites. It also stipulated that public unions must provide timely answers to members' financial questions.

AB 2754 would have offered public union members the opportunity to vote to reauthorize or replace their unions every two years.

"America is a beacon of freedom to the world because its people have real choice when picking their leaders and real transparency on how those leaders spend public money," Grove said in a statement announcing the measures in February. "Why shouldn't public union workers have the same freedoms regarding the unions that represent them?"

Nonetheless, the bills were rejected last month by the Assembly Public Employees, Retirement and Social Security Committee without a single Democratic vote in favor of either bill.

Mariam Noujaim, a Department of Motor Vehicles employee and 20-year member of the Service Employees International Union Local 1000, has been suing her union for three years because it has refused to show her how it is spending the more than \$60 million it receives in member dues and representation fees.

"I give you my money," Noujaim said at a news conference the day of the committee hearing. "Show me how you spend my money, I will know how much you care for me, how much solidarity, and how much you work for us."

Rick Gay, formerly a steward for SEIU Local 721 in the Inland Empire, became dissatisfied with the union's leadership and joined an alternate employee association, the Regional Employees Association of Professionals. "Unions have a stranglehold on our political system, and complete unfair advantage," he

asserted. "No one body should have this much influence and power. There needs to be a legitimate alternative to removing bad organizations. ... Unions, like politicians, should be re-elected on their merit, not how deep their pocketbooks are."

If the leadership of the public unions is as wonderful and effective as they claim to be, then why are they afraid of transparency and competition? Perhaps they fear they would be exposed as being out for themselves more than for the interests of the members they represent. Their opposition to the reform measures only corroborates the need to offer union members real choice in their representation and openness about how their dues are spent.

URL: http://www.sbsun.com/opinion/20160531/transparency-reform-bills-killed-by-unions

© 2016 San Bernardino County Sun (<a href="http://www.sbsun.com">http://www.sbsun.com</a>)

#### LOCAL / CALIFORNIA

## Pay gap growing between men and women working for L.A. County



Los Angeles County firefighters battle a commercial fire in Hawthorne last week. A state audit found that only four of 622 fire captains in Los Angeles County were women. (Kevork Djansezian)

#### By Abby Sewell

MAY 31, 2016, 6:35 PM

state audit released Tuesday found a significant – and growing – gap in the average pay for men and women working for several large California counties, including Los Angeles.

Women in Los Angeles County's workforce made on average 76% of what their male counterparts made last year, down from 80% in the 2011 fiscal year.

The audit by the California State Auditor also looked at the pay gap in Orange, Fresno and Santa Clara counties between the 2011 and 2015 fiscal years.

On a national level, women's median annual earnings were 78.6% of men's in 2014, according to U.S. Census Bureau data. The state audit found the average pay for women in the four counties varied from

73% to 88% of that given to men. Santa Clara had the lowest disparity and Orange County's gap was the highest.

In each of the four counties, the gap widened slightly over the five-year period examined, but the trend was most marked in Los Angeles County.

The auditors noted that the pay gap generally appeared to be due to women being concentrated in lower-paid positions, rather than in disparities between men and women doing the same jobs. They found that women generally made up a majority of full-time county workers, but were outnumbered by men in classifications where average pay was more than \$160,000.

For instance, the report noted that only four of 622 fire captains in Los Angeles County, and fewer than 10% of sheriff's deputies in Orange County, were women. Fire captains in Los Angeles made on average almost \$245,000 a year, and Orange County sheriff's deputies made more than \$210,000 on average.

In Santa Clara County, auditors found women held a majority of highly paid healthcare positions: female physicians outnumbered men 118 to 104.

Santa Clara was also the only one of the four counties where hiring managers were required to document their reasons for picking one qualified candidate over others, according to the report. The auditors recommended that the other counties put similar rules in place.

"Understanding each county's hiring rationale is critical to evaluating whether county employers are treating men and women equally by basing selection decisions on objective and job-related criteria," the auditors wrote.

Los Angeles County Chief Executive Sachi Hamai -- a woman and one of the highest-paid county employees at \$355,000 a year -- wrote in a response that the county already requires a "plethora of documentation" on job candidates' skills and qualifications and has an appeals process for candidates who are not hired.

L.A. County Supervisor Sheila Kuehl said women were strongly represented among county department heads and their deputies. But she wants to push to increase recruitment and hiring in male-dominated areas such as the Fire Department, and to look at whether physical tests that often weed out female applicants are necessary.

"I think generally government has always been better than the private sector at equalizing pay for similar work," she said. "...But for me, I don't want there to be any disparity. I want us to keep pushing until the pay is absolutely equal, the opportunities are absolutely equal."

The audit report also noted that women were more often hired at the lowest salary for their position than men and that pay disparities sometimes continued when workers received raises based on a percentage of their original salary.

Labor economists who have studied the gender pay gap said the report's finding largely mirror what has been found at the national level.

Isabel Sawhill, a senior fellow in economic studies at the Brookings Institution, said the report was consistent with other research that has found that "women and men tend to work in different types of jobs and this is usually the biggest factor explaining an overall pay gap."

But she noted that women were now more highly educated than men on average, so it was "surprising" not to see the gap narrowing more quickly.

Alec Levenson, a senior research scientist at USC's Marshall School of Business, noted that women were still more likely than men to have interrupted careers to care for children or elders, meaning they may have "substantially less experience" than the men they are competing against when they return to the workforce.

"So the patterns we see in the end, like in this county employment data, can be said to reflect the existence of discrimination against women, but a lot of that discrimination is societal under-investment in the services all families need to support their dependents, not outright bias against hiring women to work in specific jobs," he said.

Levenson said requiring more documentation of the rationale behind hiring could help "alleviate either conscious or unconscious bias on the part of hiring managers."

Ariane Hegewisch, program director of employment and earnings at the Institute for Women's Policy Research, agreed.

"If decision makers know that they're being held accountable, bias becomes reduced," she said.

But Sawhill noted that managers may not be honest about their reasons for picking one candidate over another.

**ALSO** 

How to discuss a pay raise with your boss

Women in tech still earn far less than men, study finds